



Ngwerema Close No 5, Olympia Park
Lusaka, Zambia
WEB: www.corelink.co.zm
MAIL: info@corelink.co.zm
CEL: +260963493849 / +260972615221

Modern Slavery and Human Trafficking Policy Statement

Submitted by:

Corelink Consulting Ltd.

PACRA Registration Number: 120220026085

Ngwerema Road No. 5, Olympia Park
Lusaka, Zambia

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Policy Owner: Board of Directors

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Introduction

This is the modern slavery and human trafficking statement for Corelink Consulting Ltd. for 2025/2026. This statement outlines our commitment to preventing slavery and human trafficking within our operations and supply chain, in alignment with the principles of the Republic of Zambia's Anti-Human Trafficking Act of 2008.

Corelink Consulting Ltd. is committed to the principles of preventing modern slavery and human trafficking in all its forms. We have a zero-tolerance approach to any violation of these fundamental human rights and are dedicated to ensuring that our business operations and supply chains are free from such practices. We are committed to acting ethically and with integrity in all our business dealings and relationships.

Our Organisation's Structure

Corelink Consulting Ltd. is a provider of IT consulting and software development services, headquartered in Zambia. Our business is structured to deliver expert solutions to a diverse client base, primarily within the professional services sector.

Our operations are predominantly Zambia-based, and our workforce consists mainly of directly employed professional consultants and support staff.

Our Supply Chains

As a professional services firm, our supply chain is relatively simple compared to other industries. Our key suppliers include providers of office facilities, IT equipment and software, marketing services, professional training, and recruitment agencies.

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to implementing and enforcing effective systems and controls to achieve this.

Our Policies on Slavery and Human Trafficking

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Anti-Slavery and Human Trafficking Policy:** This policy sets out our stance on modern slavery and our commitment to preventing it within our operations and supply chains.

- **Whistleblowing Policy:** We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- **Employee Code of Conduct:** Our code of conduct makes it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.
- **Recruitment and Vetting Policy:** We conduct robust checks on all new employees, including eligibility to work in Zambia, to safeguard against human trafficking or individuals being forced to work against their will.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our business and supply chains.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.
- Protect whistleblowers.

We are in the process of enhancing our supplier onboarding process to include specific screening questions related to modern slavery. We will seek to work with suppliers who can demonstrate their own commitment to preventing modern slavery.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing training to relevant members of staff. All directors have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

We understand that combating modern slavery is an ongoing process. We will regularly review our policies and procedures to ensure their effectiveness. We are committed to improving our practices and will set key performance indicators (KPIs) to measure our progress in the coming financial year.

Statement Approval

This statement has been approved by the Board of Directors of Corelink Consulting Ltd., who will review and update it annually.

Signed by:

A handwritten signature in blue ink, appearing to read 'S Chishimba', written in a cursive style.

Susan Chishimba

Director, Corelink Consulting Ltd.

Date: 20th October 2025

A handwritten signature in black ink, appearing to read 'Rowan J. Vos', written in a cursive style.

Rowan J. Vos

Director, Corelink Consulting Ltd.

Date: 20th October 2025